

From: "Smith, Alexandria" <Alex.Smith@memphistn.gov>

To: "William L. Gibbons (wgibbons)" <wgibbons@memphis.edu>

CC: "Madden, Ursula" <ursula.madden@memphistn.gov>

Date: 10/23/2018 10:00:56 AM

Subject: RE: MPD update

Attachments: Q2 FY19 MPD Recruiting and Retention Update_final_updated.pptx

Q2 FY19 MPD Recruiting and Retention Update_final_updated.pdf

Attached is an updated presentation that will provide more clarity on the pipeline. Thank you for catching the misstep. I am currently travelling.

See you on Thursday.

Alex Smith

Chief Human Resources Officer

City of Memphis

alex.smith@memphistn.gov

125 N. Main Street, Room 406 Memphis, TN 38103-2017

mobile: 901-395-9378 office: 901-576-6403 fax: 901-576-6482

This e-mail may contain Protected Health Information and/or personal identifiable information that are of a sensitive and confidential nature. You are required to maintain this information in a secure and confidential manner and are prohibited from sharing without first obtaining permission from the individual who is the subject of this message unless permitted by law. Unauthorized disclosure may subject you penalties under federal and state law.

IMPORTANT WARNING: The documents accompanying this transmission contain confidential health information or personal identifiable information that is legally privileged. The information contained in this e-mail message is intended solely for the use of the above named recipient (s). If you are not the intended recipient, or a person responsible for delivering this information to the intended recipient, you are hereby notified that any unauthorized review, use, disclosure, copying, or distribution of any confidential and/or privileged information contained in this e-mail is strictly prohibited. If you have received this information in error, please notify us immediately by e-mail reply or by telephone at (901-576-6403) so that we can correct the error and arrange for destruction or return of the e-mailed document.

From: William L. Gibbons (wgibbons) <wgibbons@memphis.edu>

Sent: Tuesday, October 23, 2018 8:53 AM

To: Smith, Alexandria <Alex.Smith@memphistn.gov>

Subject: Re: MPD update

Great. That's easier to understand. Later this morning, I will run by you a couple of paragraphs in the media release we are preparing to make sure it is accurate.

Bill Gibbons

Executive Director

Public Safety Institute



The University of Memphis

317 Robison Hall

Memphis, TN 38152

901.385-4232 | memphis.edu

From: Smith, Alexandria <Alex.Smith@memphistn.gov>

Sent: Tuesday, October 23, 2018 7:40 AM
To: William L. Gibbons (wgibbons)
Subject: RE: MPD update

Yes, they are apart of the 2003 figure (my math below is wrong), you will want to add the graduated police recruits to predict future PII Probationarys.

So the math would be

$2003 + 44 - 25 = 2022$

Alex Smith
City of Memphis, Chief HR Officer
mobile: 901-395-9378

From: William L. Gibbons (wgibbons)
Sent: 10/23/2018 5:10 AM
To: Smith, Alexandria
Subject: Re: MPD update

For those currently on probation, aren't they already working in the precincts but just pared with more experienced officers?

Are they part of the 2003 figure?

Bill Gibbons
Executive Director
Public Safety Institute

The University of Memphis
317 Robison Hall
Memphis, TN. 48152

901.355.4043 | memphis.edu/psi/

On Oct 23, 2018, at 12:28 AM, Smith, Alexandria <Alex.Smith@memphistn.gov> wrote:

My responses are below:

ALEX SMITH
CHIEF HUMAN RESOURCES OFFICER
CITY OF MEMPHIS
alex.smith@memphistn.gov
125 N. Main Street, Room 406 Memphis, TN 38103-2017
mobile: 901-395-9378 office: 901-576-6403 fax: 901-576-6482

This e-mail may contain Protected Health Information and/or personal identifiable information that are of a sensitive and confidential nature. You are required to maintain this information in a secure

and confidential manner and are prohibited from sharing without first obtaining permission from the individual who is the subject of this message unless permitted by law. Unauthorized disclosure may subject you penalties under federal and state law.

IMPORTANT WARNING: The documents accompanying this transmission contain confidential health information or personal identifiable information that is legally privileged. The information contained in this e-mail message is intended solely for the use of the above named recipient (s). If you are not the intended recipient, or a person responsible for delivering this information to the intended recipient, you are hereby notified that any unauthorized review, use, disclosure, copying, or distribution of any confidential and/or privileged information contained in this e-mail is strictly prohibited. If you have received this information in error, please notify us immediately by e-mail reply or by telephone at (901-576-6403) so that we can correct the error and arrange for destruction or return of the e-mailed document.

-----Original Message-----

From: William L. Gibbons (wgibbons) <wgibbons@memphis.edu>

Sent: Monday, October 22, 2018 9:31 PM

To: Smith, Alexandria <Alex.Smith@memphistn.gov>

Cc: Madden, Ursula <ursula.madden@memphistn.gov>; btaylor@memphistomorrow.org; Ben Adams <badams@bakerdonelson.com>

Subject: MPD update

Alex,

Thanks for getting the MPD update to us. We will have it ready for you to present as a power point Thursday. In addition, there will be a copy in each board member's packet.

I need clarification on a few things:

1. The current compliment of commissioned officers (as of September 30 I assume) is 2003. (That compares to 1959 at the end of calendar year 2017.) There is a current class scheduled to graduate in December, with an estimated 38 graduates. That would bring the total number of commissioned officers at the end of 2018 to 2041 MINUS any additional attrition over the current 105 attrition number. IS THIS CORRECT?

- Complement of 2003 is as of Oct 15, 2018
- 38 graduate Dec 2018 + 6 laterals graduate Dec 2018= 44, however these graduates will have 12 mos of probationary period before they are commissioned officers, so you can't simply add 44 to 2003.
- That said, we do have two waves of PII's ending probationary period in January 2019 and August 2019. You can add those numbers to the complement.
 - PII Probationary - 80 convert Jan 2019, 65 convert Aug 2019
- If you are trying to make a prediction for January 2019, I would say 2003 + 80 - 25 (we anticipate attrition to be 130) = 2058
- In comparison, we were at 1960 commissioned officers December 18, 2017 and 2014

commissioned officers March 7, 2018

2. On page 9, the reference to Next Payout November 2018 refers to a 96% Retention Rate. Do you mean Take Rate ? And does this mean that 96% of those eligible for the retention bonus this November have signed up for it? */AS/ - This is referring to 96% retention of the original 624 who signed up for the program last year.*

3. Can you clarify the meaning of Gold, Silver, and Platinum retention bonus payouts ?
/AS/See the attached schedule

Many thanks.

Bill Gibbons

Sent from my iPad

<MPD Retention Bonus Program_employee.docx>

faa